



## 2020-21 Benefits Program Strategic Plan - Board Summary

### Purpose:

Each year, YPICS executive and HR teams meet with our employee health and wellness benefit broker partner to strategize our employee health and wellness benefits program for the coming year, with the following priorities in mind:

1. **Provide the best benefit coverage and wellness initiatives** throughout the year, through active leveraging of all of our benefit carrier and broker resources to ensure the very best program for our staff and families. Examples are our unique high hmo medical plan with FSA strategy, last year's "Maintain Don't Gain" holiday wellness program, and very important weekly and monthly COVID-19 mental and physical health and wellness resources for educators offered to all employees through Kaiser and Inspired Wellness.
2. **Provide benefit plans with the lowest possible out-of-pocket cost exposure for our staff and families**, and fill any gaps that may occur due to needed changes in plans based on budget. Some examples of this is our move to the KP High HMO \$20 medical plan, and adding BenExtend coverage to our offering this year to ensure an increase in coverage overall.
3. **Partner with a benefit broker who will negotiate and advocate on our behalf** to obtain the best health plan benefits and rates for YPI Charter Schools. An example of this is our initial medical rate increase this year being reduced, the KP High HMO \$20 plan being offered at the best possible rates, adult ortho added at no cost to YPICS, and the introduction of BenExtend for YPICS.

### Renewal Strategy:

For the 2020-21 benefit plan year, we have decided on the following:

1. **KP Medical:** Change from KP High HMO \$10 to KP High HMO \$20. The proposed rate increase of 3.43% for our current \$10 plan, compared to the reduction of -1.08% for the \$20 plan created an opportunity for YPICS to save \$, and even after adding BenExtend plans for all employees and families ensuring minimum out-of-pocket exposure and increased benefits, **our final 2020-21 health benefit annual rate increase is still only .74%**. We offer a KP retirement plan too!
2. **Beam PPO Dental:** added adult ortho benefit retro to 2019-20/no rate change
3. **CDN HMO Dental:** No benefit/rate change
4. **VSP Vision:** No benefit/rate change
5. **Unum Group Life:** No benefit/rate change
6. **Unum Voluntary Life:** No benefit/rate change
7. **AFLAC BenExtend \$2000:** New supplemental plan to fill coverage gaps and add direct cash benefits
8. **FSA/DCFSA:** We also offer a Medical and Dependent Care Flexible Spending Account (FSA/DCFSA) to assist in covering any out of pocket covered expenses.

### In Summary:

We are excited to have reached a very positive conclusion for our upcoming benefits and wellness program, in spite of the current COVID-19 situation and increasing health insurance rates. Maintaining a solid medical, dental, vision, life and voluntary benefits program strategy with excellent coverage, low out of pocket maximums, additional adult orthodontia, and three AFLAC voluntary plans in one through BenExtend at NO additional cost to employees and families, all at the best possible rates for YPICS -- is a progressive step for this year in our employee health and wellness benefits program.